



# USAID | SENEGAL

FROM THE AMERICAN PEOPLE

**Date:** April 18, 2013

**Subject:** Questions and Answers: Request for Applications (RFA) Funding Opportunity No. RFA-685-13-000003 Resilience and Economic Growth in the Sahel – Enhanced Resilience (REGIS-ER)

## A. Background and Purpose

The subject Request for Application was issued on March 29, 2013 to [www.grants.gov](http://www.grants.gov). The purpose of this document is to provide responses to questions received by the due date and time specified in the RFA.

## B. Questions and Answers

The below questions were received by the due date and time specified in the RFA. Only those questions, without attribution to the organization, have been included with USAID's response below. The responses that follow are intended to supplement the full announcement and supporting documents that are available for download from [www.grants.gov](http://www.grants.gov).

1. *Is 685 the correct geographic code for REGIS-ER (and REGIS-AG)? Code 685 refers to Senegal bilateral assistance. Since the grant will be implemented in Burkina Faso and Niger, wouldn't the regional geographic code of 624 be more appropriate?*

*A: The Sahel geographical code for REGIS-ER and REGIS-AG awards will be 625.*

2. **Cover Letter p.1 and 2, and Section IV, page 51**

Since there was a week's delay before the text of the RFA as attached to the notice on the [grants.gov](http://grants.gov) website, *request USAID extend RFA closing date by one week to 16 May 2013.*

*A: No. Please refer to the cover page for the submission due date and time.*

3. **Section I – Funding Opportunity Description, sub-section I, paragraph 1, page 7**

The RFA mentions that the SAREL (Sahel Resilience Learning) procurement is a third activity "which will serve as an instrument to promote effective collaborative performance management between all the aforementioned programs [REGIS ER and REGIS AG]." *Can USAID provide a summary of the SAREL scope of work and how USAID envisions it will promote effective collaborative performance management of the two programs? Also, when is this implementing partner expected to be in place?*

*A: For a summary of the SAREL procurement please refer to slide number 26 in the link below:*

*[http://senegal.usaid.gov/sites/default/files/sahel\\_jpc\\_strategy\\_presentation\\_public\\_1.pdf](http://senegal.usaid.gov/sites/default/files/sahel_jpc_strategy_presentation_public_1.pdf)*

*Applications are expected to provide detailed information on how they will use the CLA approach in their programming and how this approach will tie to other partners working in the same areas. It is anticipated that the SAREL program will be in place by the end of 2013.*

**Section I (V), paragraph 2.3.2, Page 11**

Figure 1 classifies the population into the target region into “livelihood status” groupings: (i) vulnerable & assistance dependent, (ii) vulnerable, but viable, (iii) adapting & resilient, and (iv) entrepreneurial & thriving. Given that a key objective of the project is to change percent of the population in each of these groups over time, it would be useful to know how each of these categories are defined and how the 2012 breakdown was determined. *Will USAID kindly provide additional information on the criteria that leads households to be classified into each of these groups and the data sources or estimations used to determine the existing breakdown?*

*A: Each of the four classifications is ideal type and do not represent a rigorous formula. The percentage shift was calculated based on our target humanitarian (HA) case load reduction (based on an estimated 20% of those reached being shifted from HA dependent to no longer HA dependent) using Household Economic Analysis (HEA) data. USAID recognizes that we are working with entire communities, so not all individuals are HA-dependent and that we will not be 100% effective even amongst the HA-dependent individuals that we do reach.*

**4. Section I, Paragraph 2.3.2, Page 11. Figure 1 – Dynamics of Change: *Please provide a clean version to ensure that all information is readable.***

*A. Please refer to slide six in the link below:*

*[http://senegal.usaid.gov/sites/default/files/sahel\\_jpc\\_strategy\\_presentation\\_public\\_1.pdf](http://senegal.usaid.gov/sites/default/files/sahel_jpc_strategy_presentation_public_1.pdf)*

**5. Section I, Paragraph 3.6, Page 13. *Please indicate the extent to which USAID will coordinate with the governments, regional institutions, donors and other partners listed in this section, and what coordination with these groups is anticipated by REGIS ER.***

*A: Coordination will play a large role in this procurement and applicants are expected to expound upon how they plan to coordinate with other donors, partners, regional institutions, and governments in the targeted areas. USAID will facilitate coordination with the aforementioned groups through in-country staff meetings. USAID also anticipates signing Assistance Agreements with the governments of Niger and Burkina Faso who are active members of AGIR, to ensure host government buy-in and support for the resilience agenda.*

**6. Section I (III), paragraph 3.5, page 13**

USAID indicates that a number of other ongoing projects have the potential to improve resilience of the populations targeted by REGIS, including the Peace Through Development/Trans-Saharan Counter-Terrorism Partnership. *Can USAID elaborate on the expected collaboration between the REGIS-ER implementing partner and the TSCTP? Will REGIS-ER be publicly associated with the broader USG Trans-Sahara Counter-Terrorism Partnership (TSCTP)?*

*A. The implementing partner is expected to coordinate with all USG programs in the targeted zone regardless of the funding source. Also see answer to question 6 above.*

**7. Section I, Paragraph 5.1, Page 16. Goals and Objectives: *Please confirm whether this is the framework refers to the broad REGIS program, including REGIS-ER, REGIS-AG and SAREL.***

*A: The framework refers to all three procurements.*

**8. Section I (Funding Opportunity Description), paragraph V. Program Description and Components/5.1 Goal and Objectives, page 17**

The RFA sets, as a target, the reduction by 375,000 of the number of people in need of humanitarian assistance during a drought of 2011 magnitude. *Is this a target of solely REGIS-ER, the USAID suite of resiliency programs, or the overall USAID portfolio in the region as specified on pages 12 and 13?*

*A: The above target is for the overall portfolio in the region.*

**9. Section I – Funding Opportunity Description, sub-section V, paragraph 2, page 17**

*Does USAID have operational definitions for the expected topline results quoted in the RFA? For example, for “severely and moderately hungry households”, “depth of poverty”, etc.? If not, we assume the applicant is to propose the working definitions, as will be the case for the expected results indicators for the program components. Please kindly confirm.*

*A: For a definition of depth of poverty refer to the link below:*

*<http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTPOVERTY/EXTPA/0,,contentMDK:20242881~isCURL:Y~menuPK:492130~pagePK:148956~piPK:216618~theSitePK:430367,00.html>*

*For a definition of the household hunger scale refer to the following link:*

*[http://www.fantaproject.org/publications/hhs\\_2011.shtml](http://www.fantaproject.org/publications/hhs_2011.shtml)*

**10. Section I, Paragraph 5.1, Page 17.** Topline results: please clarify if these are the overall expected results for REGIS-ER, REGIS-AG and SAREL. *Can USAID provide more detail on how, and by whom, these results will be measured?*

*A: The topline results are for all REGIS programs as well as USAID programs in the targeted zones. The SAREL procurement will lead the effort in measuring these topline results.*

**11. Section I 5.2, paragraph 3, page 19:** One of the results of Component 1 is “Depth of poverty amongst poor households reduced by 20%.” *Can USAID clarify how “depth of poverty” will be measure?*

*See answer to question 10 above.*

**12. Section I, Paragraph 5.2, Page 19.** Component 1.1: When referring to “Migration for labor opportunities elsewhere” is USAID focusing on migration across national borders, or domestic migrations?

*A: USAID is referring to both.*

**13. Section I, Paragraph 5.2, Page 25. Box 12:** Will USAID be involved in facilitating linkage of REGIS ER activities to ECOBANK and DCA opportunities?

*A: USAID will ensure that REGIS-ER is appropriately connected to Ecobank and any other DCA opportunities in Niger and Burkina Faso.*

**14. Section I – Funding Opportunity Description, sub-section V, paragraph 2, page 29**

*Could USAID please kindly clarify extend of project involvement into land tenure policy reform? Will REGIS-ER be responsible for national level reform work, or can the efforts be more community and district-level focused with an emphasis on creating enabling environment?*

*A: The implementing partner will not be directly responsible for land tenure reform or decentralization work at the national level. However, the implementing partner will support the implementation of existing land tenure policies, agro-pastoral laws (which are often not fully understood or implemented at the district and community-levels), and local level decentralization initiatives. The implementer will also be responsible for linking these policies to work done by other donors or with efforts already in place at the national level.*

**15. Section I – Funding Opportunity Description, sub-section V, paragraph 2, page 29**

*To what extent does USAID envision REGIS-ER as a primary driver of land tenure policy implementation?*

*A: See answer to question 15 above.*

**16. Section I – Funding Opportunity Description, sub-section V, paragraph 2, pages 29 and 33**

Page 29 of the RFA states that “REGIS-ER will actively facilitate land tenure policy reform, as well as effective land tenure policy implementation” and on page 33 it emphasizes that “a concerted and coordinated effort to improve the economic and policy enabling environment and help facilitate decentralization in Niger will **not** be a focus of this program.”

*Could USAID provide additional guidance on the land tenure reform and implementation that does not touch on decentralization efforts in Niger?*

*A: See answer to question 15 above.*

**17. Section I (V), paragraph 2.4, page 33**

While the program will focus on strengthened government and regional capacity and coordination, the section indicates that “a concerted and coordinated effort to improve the economic and policy enabling environment and help facilitate decentralization in Niger will not be a focus of this program.” The same statement is not made with reference to Burkina Faso. *Please confirm whether support to decentralization in Burkina Faso may be a focus of the program.*

*A: The aforementioned sentence refers to both Burkina Faso and Niger. Also see answer to question 15 above.*

**18. Section I (V), paragraph 2.4, page 33**

Under component 2.4, Strengthened Government and Regional Capacity and Coordination, USAID indicates the following expected result: “state and on-state institutions for managing natural resources, conflict, and disaster risk are vertically and horizontally coordinated and integrated.” This expected result seems to contradict the previous paragraph, which states that, “...a concerted and coordinated effort to improve the economic and policy enabling environment and help facilitate decentralization in Niger will not be a focus of this program.” While decentralization may not be the only way to coordinate and integrate national-local level government efforts, it does provide a rational framework that is more likely to provide clearer lines of authority, communication and roles and responsibilities. It also provides a legal framework and at least a measure of legitimacy for our community-based and local-level efforts. *Can USAID provide additional information on how it expects applicants to achieve the expected results related to strengthening the capacity of national-level government institutions to (a) reshape/improve national-level policy so as to (b) better integrate and coordinate with sub-national government and non-governmental efforts without focusing at least partially on decentralization?”*

- a) USAID does not expect applicants to be involved with shaping/improving national-level policies; however applicants should connect with other NGOs in the area who are involved with this kind of work.*
- b) USAID does expect applicants to integrate and coordinate with others at the sub-national level working on decentralization. Also see answer to question 15 above.*

**19. Section I (Funding Opportunity Description), paragraph V. Program Description and Components/3.1 Improved Access to Potable Water, page 35**

The RFA states: "...construction of sanitation infrastructure will not be a focus for this program." *Can project funds be used for rehabilitation of existing non-functioning water points?*

*A: Yes. USAID does allow for funds to be used for sanitation infrastructure, rehabilitation of small-scale water points and in some cases to also drill boreholes in vulnerable communities that don't have existing water points. The overall construction portfolio should remain less than 10% of overall costs.*

**20. Section I, Paragraph 5.2, p. 37.** The RFA states that, "A USAID partner will be carrying out an assessment of nutrition, water and sanitation behavior change programming, materials and methods in proposed zones across all humanitarian and development partners. Once available, REGIS-ER will be expected to incorporate relevant findings and recommendations from this assessment into its programming and work plans." *Could USAID please provide more information about the timing of this assessment?*

*A: The assessment will take place within the next three months. Please see the following link for more information on the overall SPRING program which will undertake the assessment: <http://www.spring-nutrition.org/>*

**21. Section I (Funding Opportunity Description), paragraph V. Program Description and Components/3.2 Improved Health and Nutrition Practices, page 37**

The RFA notes: "A USAID partner will be carrying out an assessment of nutrition, water and sanitation behavior change programming, materials and methods in proposed zones across all humanitarian and development partners. Once available, REGIS-ER will be expected to incorporate relevant findings and recommendations from this assessment into its programming and work plans." *Can USAID provide information on when this assessment will be completed and released?*

*A: See answer to question 21 above.*

**22. Section I (Funding Opportunity Description), paragraph V. Program Description and Components/5.2 Program Components/Component 4 – Embedded Humanitarian Response: Crisis Modifiers, page 37**

The RFA states: "Applicants should provide illustrative activities that take into account likely scenarios and proposed responses." There is no indication that an illustrative budget for Component 4 is needed.

*Please confirm applicants are not required to budget any activities under Component 4 as part of the cost application.*

*A: Correct. No budget is required for Component 4 as part of the cost application.*

**23. Section I (Funding Opportunity Description), paragraph V. Program Description and Components/5.2 Program Components/Component 4 – Embedded Humanitarian Response: Crisis Modifiers, page 37**

The RFA states: "If a disaster occurs during the life-of-activity, USAID may choose to fund an embedded humanitarian response (at levels to be determined) through a Crisis Modifier mechanism within OFDA and/or FFP." *Please confirm if the ceiling of the award would increase if the crisis modifier was exercised during the award's period of performance.*

*A: If the crisis modifier is exercised, then the ceiling of the award may increase.*



**24. Section I (V), paragraph component 4, page 37**

Component 4 refers to the likelihood of severe drought or other natural disaster. *Would the onset of violent conflict also be considered as eligible for a crisis modifier response?*

*A: In REGIS ER, the crisis modifier is envisioned to be a potential tool to use in response to a natural disaster (in most cases a climactic shock). If there is a violent conflict affecting the target area, there would likely be changes made to the overall REGIS ER program due to the changing security environment. Violent conflict is not what the embedded crisis modifier is designed to do.*

**25. Section I, Paragraph VI, Page 38.** Program Key Personnel: The language indicates that 100% Level of Effort is required for key personnel. Given the desire for efficiencies and close coordination, this does not appear to leave room for cross-efforts, even across REGIS programs. For example, the Monitoring and Evaluation Expert could at times contribute to the REGIS-AG program and vice versa. *Would USAID allow applicants define levels of effort for some key positions?*

*A: Due to the importance of resilience within USAID programming, USAID wants 100% level effort (LOE) for all Key Personnel. Other proposed staff may work at different percentages of LOE to enhance coordination and efficiency.*

**26. Section I, Paragraph VI, Pages 38-39.** Program Key Personnel: The RFA requests three positions with a “similar profile”: COP, DCOP, and Burkina Faso Representative. In our experience, management teams should be comprised of professionals with a wide range of complementary skills in order to ensure effective technical, financial, and operational management of a complex program like REGIS-ER. *Would USAID consider revising these requirements to allow applicants to propose a leadership team with combined skills and experience best suited to manage the program?*

*A: These profiles are flexible and representative of the minimum qualifications for a leadership team. USAID will not revise the requirements.*

**27. Section I, Paragraph VII, Page 39.** Sub-grants Mechanism: *Can USAID provide an estimate of the number and size of awards to be made by USAID and managed by the recipient?* This will allow us to plan the appropriate management structures.

*A: The applicant is expected to determine the number and size of sub-awards based upon the criteria on page 39 of the RFA and what makes the most sense for the overall proposed program. USAID also encourages applicants to look at local partners in line with USAID Forward.*

**28. Section I (Funding Opportunity Description), paragraph VII. Sub-grants Mechanism, page 39**

The RFA states: “This activity also includes the establishment of a Recipient-managed Special Support Fund to be implemented through a sub-grants mechanism which will be geared towards: 1) supporting one or more of the expected results as part of this activity and 2) managing smaller USAID awards that may be exercised through this activity.” *Please confirm that, under point 2, USAID expects the implementer to manage sub-awards selected directly by USAID. If so, please confirm that USAID will develop independently the processes for solicitation and selection. Additionally, please confirm whether or not these sub-awards would be funded through this award. If so, please confirm the anticipated total level of funding that should be dedicated to these sub-awards.*

*A: USAID does not choose or manage the sub-awards. This is the responsibility of the implementer. See answer to question 28 above.*

**29. Section I, Paragraph VII, Page 39.** Sub-grants Mechanism: the RFA states that “The total value of any individual grant to any U.S. organization must not exceed \$100,000; for non-U.S. recipients grants are not to exceed \$250,000.” Subgrants above \$100,000 are permitted for Cooperative Agreements, and will be necessary to allow applicants to form consortia that provide the wide array of technical expertise needed (as the RFA acknowledges on p. 66: “USAID expects that a technical consortium approach will be required in order to have all the requisite experience to implement this award”).

**A:** *This is not a question.*

**30. Section I (Funding Opportunity Description), paragraph VIII. Other Considerations/A. Gender, page 40**

The RFA specifies: “To provide greater focus on gender equality and female empowerment in this program, the Gender Action Plan will include the following considerations...” and “The preparation of the Gender Plan of Action should be guided by the USAID Gender Policy....” *Please confirm that the Gender Action Plan can be submitted as an Optional Annex.*

**A:** *Gender should be interwoven throughout each component and sub-component of the application. The Gender Action Plan must be submitted with the draft Workplan as a required annex.*

**31. Section I (VIII), Paragraph A, pg 40**

USAID has specified that the Gender Action Plan must include “gender-responsive consultations to encourage the active participation of all to ensure that the voices of both men and women are heard and reflected in disaster planning and implementation.” *Can USAID please elaborate on the gender responsive consultations – e.g. if they have something particular in mind, past experiences to share? In addition, are they meant to be cross cutting consultations or focused particularly on disaster planning project components?*

**A:** *For a summary of gender considerations that USAID identified during the planning phase of this procurement refer to slide 10 in the following link below:*

*[http://senegal.usaid.gov/sites/default/files/sahel\\_jpc\\_strategy\\_presentation\\_public\\_1.pdf](http://senegal.usaid.gov/sites/default/files/sahel_jpc_strategy_presentation_public_1.pdf)*

**32. Section I (VIII), Paragraph A, pg 40 and Section IV, paragraph C2, page 51**

The Gender Action Plan referenced on pg 40 is not currently included in the outlined template or annexes on page 51. *Please confirm whether the Gender Action Plan is a document to be submitted. If so, should it be included in the program description or as an additional annex? Can USAID please also explain what elements should be included in the Gender Action Plan?* The link given in the RFA did not work.

**A:** *The link is working. See answer to question 31 above.*

**33. Section I – Funding Opportunity Description, sub-section VIII, paragraphs 3 and 4, page 40**

The RFA references Gender Action Plan in Section VIII, *could you please clarify whether this plan should be developed at the proposal stage and included into the technical narrative, or it will be prepared upon award?*

**A:** *See answer to question 31 above.*

**34. Section I – Funding Opportunity Description, sub-section VIII, paragraph 2, page 40**

The RFA states “...the Program is expected to adopt any one of the seven output and outcome indicators, as appropriate, on gender equality, female empowerment, and gender-based violence in the USAID’s Gender Policy.” *Can USAID please kindly confirm whether we are restricted to selecting only one of*

*these or may we include at least one each for output and outcome level? Or is there no restriction in fact?*

*A: Applicants should choose the best set of indicators possible, provided that they are reasonable, cost-efficient, and sufficient to measure program implementation and impact. There are no restrictions.*

**35. Section I – Funding Opportunity Description, sub-section VIII, paragraph 5, page 41**

*Could USAID please kindly clarify technical proposal requirements as pertinent to Environmental Monitoring and Mitigation? Does USAID expect the applicants to present a plan as a part of application?*

*A: The Environmental and Monitoring and Mitigation Plan (EMMP) will be required with the post award workplan submission of the selected implementing partner. All applicants should include costs for the EMMP in their cost application budget.*

**36. Section I, Paragraph VIII B, Pages 41-42.** Tests and actions required for environmental compliance: p. 35 states that REGIS-ER will not focus on sanitation infrastructure, while environmental conditions are specified for water points and household latrines. *Can USAID confirm if construction and/or rehabilitation of water points and household latrines are within the scope of REGIS ER?*

*A: See answer to question 20 above.*

**37. Section II, Paragraph 3, Page 45.** Substantial Involvement: Please clarify the level of substantial involvement by the Senegal Regional Mission as compared to in-country USAID representatives. *Should travel to Senegal by key staff be anticipated?*

*A: USAID staff in Senegal will travel to Burkina Faso and Niger regularly. Travel by Key staff of the implementer to Senegal is not anticipated.*

**38. Section II 1, paragraph 4, page 45:** Please confirm that trips to the Mission in Senegal are not expected as part of program implementation.

*A: See answer to question 38 above*

**39. Section II – Award Information, item 3, paragraph 1 (bullet 1), page 45 and Section VI – Award and Administration Information, page 76 (row 1, column 2 of the table)**

The RFA states “...The performance Monitoring and Evaluation plan, including quantitative and qualitative indicators, baseline data, and targets....should be submitted to USAID/Senegal no later than 45 days of award of the cooperative agreement.” From experience, and given the need to first agree with USAID on the final list of indicators, we do not believe it will be possible or advisable to complete a baseline survey within 45 days of award. We note that another part of the RFA states 120 days and this is more practical. *Please kindly confirm that the baseline is to be completed after 120 days.*

*A: The Monitoring and Evaluation Plan should include information on what indicators the applicant is proposing and how the applicant will collect data for those indicators. The baseline data should be completed no later than 120 days after award.*

**40. Section III – Eligibility Information, paragraph 2, page 13**

*Would USAID please identify and make available evaluations or reports relating to relevant current/past USAID projects?*

*A: For a sample of USAID reports please refer to the following links:*

<http://www.usaid.gov/results-and-data/information-resources/development-experience-clearinghouse-dec>  
<http://www.usaid.gov/>



<http://senegal.usaid.gov/en/Resilience>  
<http://senegal.usaid.gov/en/node/17>

**41. Section III – Eligibility Information, Paragraph 1, Page 47**

*Question 1: Can USAID elaborate on the requirement for accreditation listed on page 65 of the RFP? Is this the same as registration with the host government? Is accreditation with international bodies sufficient?*

*A: Yes, accreditation is the same as registration with the host government. No, accreditation with international bodies is not sufficient.*

*Question 2: Does this requirement for accreditation pertain only to the prime applicant or to the proposed sub-recipients/partners?*

*A: Accreditation with the host government applies to all sub-awardees as well as the prime.*

*Question 3: If any of the sub-recipient partners/members of the consortium are registered does this meet the requirements of the RFP?*

*A: No the prime must be registered*

*Question 4: Would USAID please kindly consider lifting this requirement as this will potentially exclude many organizations from getting this cooperative agreement as the registration process in each of the countries tends to take a long time (it can take over 2 years).*

*A: USAID cannot lift the requirement as we are actively trying to begin implementation as soon as possible.*

*Question 5: Would USAID accept a notification from the government of any of those countries that says that the registration process is on track even if the full registration was not done 30 days after the award announcement?*

*A: We do not want to delay programming and have thus put in a requirement that accreditation be in place within 30 days.*

*Question 6: Would proof of submission of application for registration be sufficient if that is all that is required to operate in country?*

*A: Proof of submission will suffice at the application stage however proof of completed accreditation/registration must be provided prior to the award signing. Also see answer to question 42 above.*

*Question 7: Since this is a cooperative agreement, will the Mission provide any assistance in accreditation/registration with the host governments for the apparently successful offeror, as is the custom under RFAs/cooperative agreements?*

*A: Yes, as this program will be part of the Assistance Agreement (See answer to question 6 above). USAID will provide letters of support.*

**42. Section III, Paragraph 3, Page 48. Cost Sharing:** The solicitation notes that 10% cost share is required. This program is designed to meet the needs of the most vulnerable population, and those that have less at their disposal to contribute. Tracking specific cost share on their part on small contributions such as labor or land value to an auditable standard would be administratively burdensome and require resources be directed away from programmatic interventions to administrative oversight. Cost share through other avenues such as private donations or significant non-Federal resources may be prohibitive for some qualified organizations to raise at the level currently required. *Our suggestion is for USAID to change the language from Cost Share to “Leveraging” as defined at 303.3.10.2. Leveraging is a much more appropriate form of contribution for USAID resiliency programs as it allows flexibility regarding the resources that third parties may bring to the program and beneficiaries directly, without the need for the Recipient*

*to use limited resources to identify and document Cost Share. Leveraging encourages a wide-range of program benefits from private foundations, businesses, individuals or the host government without imposing a costly burden. As is stated in the USAID Global Partnerships website, “Leveraging is a persuasive tool to improve the social and economic conditions in developing countries by combining the assets, experience and expertise of strategic partners, leveraging their capital and investments, creativity and access to markets to solve complex problems facing government, business, and communities. This initiative fully supports USAID’s goals of transformational diplomacy: building democratic, well-governed states that conduct themselves responsibly in the international system. Through this model, USAID promotes change in governance and institutions, human capacity, and economic structure that help developing countries achieve economic and social progress without depending on foreign aid.”.*

**A:** *Cost share requirement remains at 10% under the anticipated award.*

**43. Reference: Section III, Paragraph 3, page 48**

Given the nature of the proposed program, it will be served best by collaborating with its partners to achieve the overall objectives and using those partnerships to leverage shared resources. *Given this and the focus on ensuring long-term development of local partners, would USAID consider including a leveraging requirement rather than a strict 10% cost share requirement? This will ensure that the recipient continues to explore ways to collaborate and leverage resources with local and other partners beyond the specific consortium partners proposed. If USAID continues to maintain a cost share requirement, would USAID consider reducing the percentage required?*

**A:** *See answer to question 43 above.*

**44. Section IV, Paragraph 2, Page 51. Technical Application Format and Instructions:** *Given the complexities of the REGIS-ER solicitation and response, and the integrated nature of the needed interventions, would USAID expand the page limit to 30 pages to allow sufficient detail regarding Technical Implementation?*

**A:** *USAID is limiting applications to 25 pages as indicated in the RFA page 51 Section D.2.*

**45. Section IV, paragraph 2, page 51**

The guidelines indicate that “Technical applications shall be written in English” but do not specify a language for other documents. *Please confirm whether “optional annexes” such as “letters of commitment from partners” can be submitted in French where the partners are local organizations.*

**A:** *Yes, letter of commitment from local partners may be submitted in French or English.*

**46. Section IV, paragraph 2, page 51**

The instructions indicate that “Optional Annexes are permitted and may include curriculum vitae of additional named personnel and letters of commitment from partners.” *Please confirm whether optional annexes are limited to these two types of documents, or whether they may also include other documents of the applicant’s choice (e.g. letters of support from government, gender action plan, or additional documentation on proposed technical approaches, etc).*

**A:** *All documentation on proposed technical implementation must be included in the 25 page limit as indicated on RFA page 51, section IV, 2. Letters of support from the government as well as gender action plan may be submitted as Optional Annexes.*

**47. Section IV, paragraph 2, page 51**

For Past Performance references, the overview of requirements indicates “Past Performance References (3 references)” (page 51) and later (page 58), states that applications should “provide information on past experience for all identified partners.” *Please confirm that three past performance references should be provided for each partner.*

*A: The 3 past performance award references are for the Primary recipient. If however, the applicant is a consortium, all identified partners’ relevant past experience/performance information is also required.*

**48. Section IV – Application and Submission Information, sub-section 2, paragraph 4, page 51**

*Could USAID please kindly confirm that draft Branding Strategy and Marking Plan are not required as a part of the submission at this point and that they will be requested after the initial review of applications from eligible applicants?*

*A: Yes, as stated on pages 51 and 58 the Branding and Marking plans will only be required for submission by the apparent successful applicant.*

**49. Section IV, paragraph 2, pages 51, 52, and 55.**

Past Performance is described both as a narrative section in the technical proposal (page 52) and as an annex (page 51). The instructions for the technical narrative section would seem to begin on page 55 under the header “past performance.” It seems that the only paragraph that speaks directly to the Past Performance section in the Technical narrative is the first paragraph. The 2<sup>nd</sup> paragraph begins discussing what should be included in the Annex section. *Please confirm that the rest of that section (which finishes on page 56) pertains to the Annex of Past Performance References and not the narrative section of Past Performance? Can you please make more clear which details refer to the Past Performance section for the Technical Narrative and which refer to the Annexed PPRs? For the annex, should we follow the instructions on page 55 -56 which refer to the annex, or to the description of what should be included in the annex on page 58?*

*A: Page 52, “Technical Implementation” and paragraph 1 of Page 55 refer to the narrative portion of the applicant’s past performance information, which is part of the 25 page limit of the Technical application. Pages 55, paragraph 2 and Page 56 refers to the past performance references and their relevancy to this RFA which is to be submitted in annex.*

**50. Section IV – Application and Submission Information, sub-section 2, paragraph 3, page 52**

Could USAID please kindly clarify whether one Gender Action Plan (referenced in Section 1 p. 40) or gender approach by component is requested at the application plan, or both?

*A: See answer to question 31 above.*

**51. Section IV, Paragraph 2, Page 53 Management Plan and Institutional Capacity AND pages 55-56 Past Performance. Please clarify if Institutional Capacity information referred to on p. 53 is different from and in addition to the Past Performance information referred to on pages 55-56.**

*A: Management Plan and Institutional Capacity refer to the appropriateness of proposed staffing plan/organizational chart in correlation to the technical application. Also refers to the institution’s structure in regards to internal controls, sound policies, knowledge in implementing relevant technical areas, and proper risk management measures to reach intended results.*

*Past Performance looks at: the applicant’s experience in doing similar work; an assessment of how well the applicant adhered to schedules; the applied cost control practices, and administrative aspects*

*of performance. Also included are the number and severity of problems encountered and the applicant's effectiveness of corrective actions taken.*

**52. Section IV, Paragraph 2, Page 53.** Management Plan and Institutional Capability: The solicitation states that the respondent shall include “a description of the Applicant’s strategy for establishing and supporting two offices: Niamey (Niger) and Ouagadougou (Burkina Faso), to serve as a base for staff for all USAID/REGIS-supported programs” and that arrangements shall be made for “shared space arrangements”. Furthermore, the focus here, and on pages 60 and 62, on establishment of 2 offices housing multiple organizations, does not appear to consider the need for field suboffices, which will be critical to successful implementation, and may be a more logical focus for coordination among REGIS implementers. Thus while we understand the need for integration and synergies in technical approaches, as well as to maximize cost efficiencies, we request that applicants be allowed to propose the most effective management structure for their organizations and program design. Please note also that combining multiple organizations, operating under different contractual mechanisms and cost structures, into one office can create issues surrounding personnel management, equity of compensation packages (and staff morale), branding and marking, travel policies, and priority use of equipment and space (e.g., conference facilities). We also request that the locations of the offices be left to the respondents to identify. Finally, the RFA requests this information on office set-up and support both in the Program Design and Technical Approach (page 52, paragraph f) and in the Management and Institutional Capacity section (page 53, second paragraph). ***Please clarify which section should primarily address this issue.***

***A: USAID feels strongly that co-location of the REGIS-ER, REGIS-AG and SAREL program will lead to programmatic synergies and cross-fertilization of ideas. While issues of personnel management may be a concern, the issue of equity of compensation packages can also be an issue within the REGIS-ER or any other consortium. USAID suggests the use of the local compensation plan provided for both Niger and Burkina Faso as a way to ensure compensation packages are similar. USAID is not prescribing if applicants should or should not include sub-offices as this should be part of the applicant’s program implementation approach. Applicants should decide if field sub-offices are appropriate and necessary, and include them in their application. The office set-up and support should be addressed in the Management and Institutional Capacity section.***

**53. Section IV (Application and Submission Information), paragraph 2. Technical Application Format and Instructions/Management Plan and Institutional Capacity, page 53**

The RFA states: “This section should include a description of the Applicant’s strategy for establishing and supporting two offices: Niamey (Niger) and Ouagadougou (Burkina Faso), to serve as a base for staff from all USAID/REGIS-supported programs... The approximate staffing requirements for office space under the other 2 programs are 24 desks in Niger and 8 in Burkina Faso... Because there may be several offices, the management structure must ensure communication and coordination for both administrative and technical aspects and should articulate how the main office in Niger will interact with the sub-office in Burkina Faso.”

***Can USAID clarify if the applicant will be responsible for housing staff in any sub-offices located outside Niamey and Ouagadougou? Can USAID also clarify if the 24 desks in Niger and 8 in Burkina Faso are total, or just in Niamey and Ouagadougou?***

***A: No, the REGIS-ER implementer will not be responsible for housing staff in any proposed smaller field offices outside of Niamey and Burkina Faso. Other smaller field offices if any will be the responsibility of the respective implementers. The 24 desks are for the main office in Niamey and the eight desks are for the main office in Ouagadougou.***



**54. Section IV, Paragraph 2, Page 54.** Management Plan and Institutional Capability: The solicitation requires that applicants ensure that personnel are available for two year commitments. *We request that this language be removed as it may be contrary to individual organizations hiring practices.*

*A: This requirement applies only to “Key personnel” not all proposed staff.*

**55. Section IV, Paragraph 2, Page 54.** Qualifications of Key Personnel: “A minimum of bachelor’s degree in a Food Security related discipline is required for all key personnel” We believe this requirement will narrow the field of potential candidates for all applicants, and reduce the possibility of identifying the strongest candidates for this program. For example, the likelihood of identifying a Chief Financial and Administrative Officer with this qualification is challenging. Furthermore, such specifically-defined requirements certainly reduce the likelihood of identifying Sahelian candidates with the requisite background. *Will USAID adjust this requirement to allow a wider range of academic qualifications for key personnel?*

*A: Page 54, 2<sup>nd</sup> paragraph has been revised to read “A minimum of bachelor’s degree in a Food Security related discipline is required for the Chief of Party (COP), Deputy Chief of Party (DCOP) and the Burkina Faso Program Representative”. An advanced degree, M.S. in a related academic discipline (i.e. agriculture or social sciences) for the COP, DCOP, Burkina Faso Program Representative and the Monitoring and Evaluation Expert is desirable. “A minimum of bachelor’s degree in a business related discipline for the Administrative and Financial Officer is required”. Applicants are encouraged to take advantage of the availability of local Sahelian professionals for staffing needs.*

**56. Section IV 2, second paragraph, p. 54:** *Please clarify if the requirement for a master’s degree in a relevant field supersedes the requirement for a bachelor’s degree in a food security related discipline. Also, would a bachelor’s degree in social sciences or a relevant field be accepted in lieu of a bachelor’s degree in a food security related discipline?*

*A: See answer to question 56 above and also requirement listed under each Key Personnel positions.*

**57. Section IV, paragraph 2 (Past Performance), page 56**

The RFA states “Information in this section should include (but is not limited to) the following: Activities in education and skills development, especially at the local level, as well as policy advocacy experience.”

*Can you clarify the meaning of “education and skills development” – does this refer to education and skills development of beneficiaries, local partners, local government, or some other group?*

*A: See answers to questions 61 and 83 below*

**58. Section IV, paragraph 2, pages 56 and 58.**

*Can you confirm that the Past Performance section included in the Technical Narrative can cover the last 5 years (as per page 56) and the Past Performance and Experience References section in the Annex is limited to the last 3 years? (page 58)*

*A: Past Performance in the Technical Narrative can cover last 5 years. Past Performance and experience in the Annex are of the last 3 years. An applicant may opt to submit additional relevant past experience or performance which extends beyond the 3 years.*



**59. Section IV (Application and Submission Information), paragraph 2. Technical Application Format and Instructions/Required Annexes E. Past Performance and Experience References, page 58**

The RFA states: “Applicant may supply a table showing previous experience by award, not to exceed one page.” *Please clarify if the one page limit refers to one page total for all awards or one page per award.*

*A: The Past Performance and Experience References in annex are limited to 1 page per award.*

**60. Section IV, Page 58. Past Performance and Experience References: Past performance information “is to include programs of similar complexity and magnitude involving technical assistance to the education sector.” Please confirm if this is a typographical error and that applicants should provide information on programs involving resilience and economic growth.**

*A: Page 58, the 3<sup>rd</sup> sentence under Past Performance and Experience References should read “This information is to include programs of similar complexity and magnitude involving technical assistance to the food security, nutrition/health, local governance and agriculture sectors.”*

**61. Section IV, Page 58. Past Performance and Experience References: Please clarify the difference between Past Performance information required for three contracts, grants, or cooperative agreements, and the Past Experience table. Is the limitation to one page per award, or for the full Past Experience table? Finally, is the format provided in Annex 4 required or can applicants provide the ‘PART I’ info in their own format?**

*A: See answer to question 61 above; please use Annex 4 Part I as provided in the RFA.*

**62. Section IV, paragraph 2, page 58.**

The past performance (annex) instructions request information “programs of similar complexity and magnitude involving technical assistance to the education sector.” *Please confirm that “education sector” is a typo or clarify the relevance of such experience to this project?*

*A: See answer to question 61 above.*

**63. Section IV, Paragraph E, Past Performance, page 58  
What differentiates Past Performance and Past Experience?**

*A: Past Experience is the applicant’s experience in doing similar work.*

*Past Performance is how well the applicant executed similar programs, as indicated in the award.*

**64. Section IV, Paragraph E, Past Performance, page 58**

The end of the Past Performance paragraph states “Copies of certificates of Program Completions or any evidentiary documentation should be forwarded as an Annex to the technical application.” **Please clarify if this is intended as a separate Annex and what specific type of evidentiary documentation you would like.**

*A: Certificates of program completions and evidentiary documentation is to be submitted as a separate annex. Any documentation that an applicant feels is relevant as proof that a program was successfully completed.*

**65. Section IV 3(a), paragraph 2, page 60: Under the Summary Budget by Cost Elements, please clarify whether Subcontracts is inclusive of Sub-recipients (institutional partners and small grants) and Vendors, or only Vendors.**

*A: The term “subcontracts” in the illustrative Summary Budget by Cost Elements is synonymous with, “Sub-awards”, “Sub-awardees” and all proposed sub-implementing partners.*

**66. Section IV (Application and Submission Information), paragraph 3(a). Budget Preparation Guidance, page 60**

The RFA states: “The applicant should provide an illustrative budget for establishing and supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs. They should show how resources in the budget will be used to support set-up and functioning of each office such as rental, utilities, procurement and maintenance of vehicles, equipment and supplies; and any upgrades or refurbishments that may be necessary.” *Can USAID clarify if the applicant will be responsible for housing staff in any sub-offices located outside Niamey and Ouagadougou? Should the applicant make assumptions about security, vehicles, equipment, supplies, communications, computers, and other costs for all REGIS-supported programs based on a total staff assumption as per RFA page 53 “The approximate staffing requirements for office space under the other 2 programs are 24 desk in Niger and 8 in Burkina Faso”?*

*A: See answer to question 54 above and page 52 g) of the RFA. REGIS-ER applicants will be responsible for costs (i.e. office rental, electricity, water, office security, generator) and any upgrades or refurbishments that may be necessary. Program vehicles, equipment, supplies, communications, computers, will be the responsibility of each implementer.*

**67. Section IV (Application and Submission Information), paragraph 3(a). Budget Preparation Guidance, page 60**

The RFA states: “The applicant should provide an illustrative budget for establishing and supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs.” *Does this mean USAID would like to see an illustrative budget apart from the applicant’s REGIS-ER-specific budget that would assume it would identify and manage office space to house REGIS-ER, REGIS-AG, and SAREL staff?*

*A: Yes, USAID would like to see an illustrative budget that outlines the specific REGIS-ER costs and an associated illustrative budget that would outline the costs to manage the office space to house the other programs. USAID expects that REGIS-ER would recuperate these costs through MOUs with the other partners. Also see answer to question 67 above.*

**68. Section IV, Page 60** states that “the applicant should provide an illustrative budget for establishing and supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs”. This language is further reinforced at the bottom of page 62. This does not seem to indicate that sub-offices are expected for such a large geographic focus area. *We request that this language be removed indicating that offices are restricted to the location and number indicated in the solicitation.*

*A: See answers to questions 53 and 54 above.*

**69. Section IV, Paragraph 3a, Past Performance, page 60**

USAID indicates “The applicant should provide an illustrative budget for establishing and supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs. They should show how resources in the budget will be used to support set-up and functioning of each office such as rental, utilities, procurement and maintenance of vehicles, equipment and supplies; and any upgrades or refurbishments that may be necessary.” *Please clarify whether REGIS-ER expected to procure and maintain vehicles for REGIS-AG and SAREL?*

*A: See answer to question 67 above.*

70. **Section IV, Page 63.** “The narrative should describe how the Applicant will handle relationships with the respective REGIS-AG and SAREL programs in each office using these spaces, including any proposed cost-sharing, pooled funding or other mutually supporting processes”. Given that these programs will operate under separate agreements with independent financial and results reporting will need to be fully independent, *please clarify how USAID envisions cost-sharing and pooled funding.*

*A: USAID is not prescribing any approach for cost share or pooled funding among the REGIS program. USAID expects the REGIS-ER implementing partner to develop MOUs with the other partners to outline how these arrangements will be worked out. See answer to question 67 above.*

71. **Section IV – Application and Submission Information, sub-section 2: Required Annexes, paragraph 6, page 56 and paragraph 1, page 57**

**Question 1:** *Could USAID please kindly confirm that you would indeed like to see budget information and financial resources included into the draft workplan, which is a part of technical application?*

*A: USAID would like the draft workplan to be submitted as part of the technical application without any mention of budget information. The corresponding budget of the draft workplan must be submitted in the cost application..*

**Question 2:** *Please confirm that you would like situation analysis included into the table format of the workplan. It seems like that will make it cumbersome. Is it possible to include situation analysis as a narrative portion of the workplan?*

*A: Yes.*

**Question 3:** *What kind of information would USAID like to see in the situation analysis portion of the workplan?*

*A: USAID does not have predetermined content for this section.*

**Question 4:** *Should level of effort be estimated in the number of person months aggregated for all staff working on each activity for the purposes of the inclusion into the draft work plan? Please kindly clarify requirements.*

*A: USAID will leave this up to the Applicant.*

72. **Section IV – Application and Submission Information, sub-section 2: Required Annexes, paragraph 3, page 57**

Causal model is not listed as one of the required annexes. *Should it be included as a part of technical narrative in the 25-page limit or can it be a part of the proposed draft M&E plan and be in the annex?*

*A: The causal model must be part of the M&E plan in the required annexes.*

73. **Section IV – Application and Submission Information, sub-section 2: Required Annexes, paragraph 6, page 57**

*Could USAID please kindly provide an example of a graphical and/or tabular PMP format, or elaborate a little bit about the requirement to present an “immediate sense of progress or the lack thereof” in the draft PMP?*

*A: There is no prescribed format for the PMP. In general PMPs should demonstrate which indicators are being collected against the causal framework to determine on a regular basis if progress is being made against targets and program goals.*

74. **Section IV – Application and Submission Information, Item B, paragraph 1 and paragraph 3, page 57**

The RFA states “The M&E Plan shall include all required reporting indicators from Annex 1, as well as additional indicators to measure resilience impact.” Also, “In developing the PMP, the recipient will draw

from, but will not be limited to, USAID's list of indicators." These two statements seem at odds. ***Kindly clarify whether all indicators in Annex I are required to be included.***

***A: Yes, all of USAID's bolded indicators are required. All additional indicators may be included as the applicant sees fit. A revised Annex I is included with bolded required indicators.***

**75. Section IV – Application and Submission Information, sub-section 2: Required Annexes, paragraph 1, page 58**

***Please kindly confirm that you would like job function bullet points for all staff. Is it possible to limit this requirement for key personnel and senior technical staff? Alternatively, is it possible to include job descriptions following the chart, but not into each position box?***

***A: Yes, it is possible to limit this requirement for key personnel and senior technical staff. Job descriptions following the charts are allowable, and bullets will therefore not be required.***

**76. Section IV – Application and Submission Information, paragraph 6, page 60**

The RFA states that "the applicant should provide an illustrative budget for establishing and supporting 2 offices Niamey (Niger) and Ouagadougou (Burkina Faso) to serve as a base for staff from all REGIS-supported programs. ***Does this mean that the budget for REGIS-ER will need to cover the office costs for all three programs- REGIS-ER, REGIS-AG and SAREL?***

***A: See answers to questions 67 68 and 71 above. USAID does expect REGIS-ER to identify a physical location that can accommodate all three programs.***

**77. Section IV, Page 63** states a requirement for Biographical Data Sheets as supporting budget documents. ***As grantees under cooperative agreements must adhere to their internal Human Resources policies and procedures as the basis for salary budgets, we request that this requirement be removed.***

***A: A US-organization can submit and obtain self-certification using the form available under: USAID Automated Directives System (ADS 303 59S1) "Procurement Reform – Documentation Requirements for Non-Profit Recipients" <http://transition.usaid.gov/policy/ads/300/30359s1.pdf>. Although self-certified, cost realism analysis including required skillset levels for proposed positions and staff will be conducted. AID 1420-7 is not required for proposed personnel. Market Value Determination memorandums (i.e. FSN-equivalent grade 10) must be completed for all positions at the different skillset levels (i.e. years of experience, expertise, Senior, Junior) and in line with the applicant's personnel policies prior to advertising. The determination must be kept in the applicant personnel file at the Human Resources Department and shall serve as the basis to support the salary range for the advertised position in case of an audit.***

**78. Section IV, paragraph "3(e) supporting documents," page 63**

The Cost Application section reads "AID Form 1420-17 - Biographical Data Sheets, should be submitted for each position with identified personnel." The AID Acquisition Regulations (AIDAR) (available at <http://transition.usaid.gov/policy/ads/300/aidar.pdf>) defines the AID Form 1420-17 as the "Contractor Employee Biographical Data Sheet" and stipulates that it is an acquisition (contract) form requirement and is an assistance (cooperative agreement) form requirement. Further, according to the USAID Automated Directives System (ADS 303 59S1) "Procurement Reform – Documentation Requirements for Non-Profit Recipients" (available at <http://transition.usaid.gov/policy/ads/300/30359s1.pdf>) stipulates that "Agreement Officers shall not require organizations to provide salary histories for any employees if the organization has certified its systems. This has, heretofore, been a fairly common practice although it has never been authorized by Handbook 13 and its discontinuance will save substantial time and effort.



This system should reduce the number of document submissions a recipient will have to make to the Agency. The reduction in the duplicate data collection will be beneficial to both USAID and to grant/agreement recipients.” *As it is against USAID’s internal policies to request AID Form 1420-17 for cooperative agreements, please confirm it is not required in response to this request for application.*

*A: See answer to question 78 above.*

**79. Section IV 3(e), paragraph 4, page 63: Please confirm that major sub-recipients are only required to submit a budget and budget narrative.**

*A: See top of Page 61 under Direct Costs for major sub-awardee submission requirements.*

**80. Section IV – Application and Submission Information, sub-section 2: Past Performance, paragraph 5, page 55 and sub-section 2, paragraph 4, page 51**

Last paragraph on page 55, requests that “a list of relevant contracts, grants, task orders, etc.” be included on the Annex section for the prime and each major sub-implementing partner

**Question 1: Could USAID please kindly define a “major sub-implementing partner”?**

*A: USAID under this RFA defines “major sub-implementing partners, sub-awardees or sub-awards” as any supplier, distributor, vendor, or organization that furnished supplies or services to or for a prime recipient or another sub-awardee. Any proposed sub-awardees which represent 20% or more of the total budget are considered as a major sub-awardee.*

**Question 2: Does USAID have a time frame of how far back the listed programs can reach?**

*A: Question is unclear.*

**Question 3: In the Annex structure outlined on page 51, the RFA mentions 3 Past Performance References. Does USAID want a list of all relevant awards in addition to these 3 PPRs?**

*A: See answers to questions 48, 59 and 60 above.*

**Question 4: Is it 3 PPRs per partner, per major partner, or from the consortium?**

*A: See answers to questions 48, 59 and 60 above.*

**81. Section IV – Application and Submission Information, sub-section 2: Past Performance, paragraph 5, page 55 and paragraph 2, page 58**

Past Performance is listed both as part of the technical implementation (as the 4th section) as well as a required annex. *Could USAID please confirm that past performance should be included in the annex only?*

*A: See answer to questions 50 above.*

**82. Section IV – Application and Submission Information, sub-section 2: Past Performance, paragraph 4, page 56**

The bullet point list that describes what should be included into the past performance section places heavy emphasis on education and skills development but does not mention resilience or food security. *Could USAID please kindly confirm that this should be the focus of this section?*

*A: Page 56 should read, “Activities in technical assistance to the food security, nutrition/health, local governance and agriculture sectors, especially at the local level.” Also see the answer to question 61 above.*

**83. Section IV – Application and Submission Information, sub-section 2: Required Annexes, paragraph 3, page 58 and paragraph 5, page 56**

*Could USAID please kindly clarify whether past performance should be presented for projects in the last 3 years as mentioned on page 58, or in the last 5 years as mentioned on page 56?*



*A: See answers to questions 48, 59 and 60 above.*

**84. Section IV – Application and Submission Information, paragraph 6, page 63**

*Given that REGIS-ER is intended to be awarded as a cooperative agreement and not a contract, would USAID consider taking the requirement to submit biographical data forms out of the cost proposal requirements, or at least only requesting them from key personnel?*

*A: See answer to question 78 above.*

**85. Section IV – Application and Submission Information, paragraph 1, page 64**

If a firm has had USAID/US Government contract in the past, but they do not have current direct government contracts (although working currently on several US Government contracts as a subcontractor and audited annually based upon Government Auditing Standards issued by the Comptroller General of the United States of America), *can USAID please kindly confirm if these firms will still need to provide an Accounting manual?*

*A: Yes.*

**86. Section IV, paragraph 7, page 69**

*Are small business concerns required for submission?*

*A: No, however USAID encourages the participation of small businesses.*

**87. Reference: Section V, paragraph 1, page 65 and Section IV, Paragraph 2, page 51 and Section IV, Paragraph 3, pg 59**

This section indicates “Applicants must submit with their applications, the status of their application for registration with the host governments of Niger and Burkina Faso.” These documents are not listed among the required annexes for the technical application (page 51). *Please confirm that these documents should be submitted as part of the Cost Application under “other administrative documentation as required” (page 59).*

*A: Page 51, the following Annex has been added to the ‘Required Annexes’:*

- The status of their application for registration with the host governments of Niger and Burkina Faso.*

**88. Section V, Paragraph 2, Page 67.** Past Performance Paragraph (b) requests information on projects relevant to “volunteer program management”. *Please confirm if this is a typographical error and that past performance will be evaluated on factors relevant to resilience and economic growth.*

*A: Page 67 of the RFA Past Performance (b) should read: “Information indicating successful implementation of projects and activities relevant to agricultural development, satisfied customers/partners/sponsors under past agreements, and compliance with relevant laws, regulations, and terms and conditions of its past awards.” Also see answers to questions 61 & 83.*

**89. Section V, paragraph “Qualifications of Key Personnel,” page 67,**

The document indicates “The quality of personnel will be evaluated based on their specific qualifications, professional competence, relevant academic background, technical experience, and demonstrated success in carrying out proposed activities as well as their knowledge in implementing relevant technical areas.” *Please confirm whether this evaluation will be based on the CVs in the Annex, as well as the Qualification of Key Personnel section in the Technical Narrative.*

*A: Yes.*

90. **Section VI, Paragraph A, Page 72.** Reports and Deliverables Table Row (2): *We request that AID remove the requirement for monthly reports in addition to Quarterly Progress reports.*

*A: USAID requires submission of both monthly and quarterly reports. Monthly reports are not meant to be onerous or long, but due to the importance of resilience throughout USAID and the number of stakeholders who want to hear about the progress of the awards they are required. See answer to question 41 above.*

91. **Section VI, Paragraph A, Page 72.** Reports and Deliverables Table Row (2): The chart notes that USAID will provide comments within 15 days. Please clarify and include that USAID will also provide written confirmation when the report has been submitted. *Please also clarify whether a separate quarterly report will be due October 1 in addition to the annual report, which is due September 1 and would capture much of the same information.*

*A: USAID will provide confirmation once the report has been received. The partner will not need to submit a fourth quarterly report in addition to the annual report.*

92. **Section VI, Paragraph A, Page 72.** Reports and Deliverables, row (3) Annual Reports. It is mentioned that annual reports shall be submitted September 1<sup>st</sup> of each year. Same table, under M&E, PMP and Work Plan Requirements, row (1) M&E Requirements, page 75: the M&E report is due October 1<sup>st</sup> of each year. *As the year starts on October 1<sup>st</sup> and ends on September 30<sup>th</sup>, would USAID confirm the dates of submission of those two reports?*

*A: USAID confirms that those are the correct dates for submission.*

93. **Section VI, Paragraph A, Page 74.** Reports and Deliverables, row (6). *We request that the REGIS-ER Cooperative Agreement not include requirements to submit accruals information and budget tracking by earmark.*

*A: Given the high priority of resilience with USAID programming and the multi-sectoral nature of this project, USAID will require partners to submit accrual information and budget tracking by earmark. Upon award, USAID will work with the implementing partner to outline what is needed.*

94. **Section VI, Paragraph A, Page 74.** Reports and Deliverables, row (7). *We request that the REGIS-ER Cooperative Agreement not require written reports on every consultant trip.*

*A: USAID cannot change this requirement, but we are not dictating the length or depth of the reports to be submitted and will instead leave that up to the partner's discretion.*

95. **Section VI – Award and Administration Information, subsection C, paragraph 1, page 78** *Several of these inventory requirements listed conflict with the requirements found in 22 CFR 226.34. Will USAID kindly consider changing this language to read: “Inventory: Inventory will be kept and maintained in accordance with 22 CFR 226.34”?*

*A: Under this award, to allow for better award administration, USAID is requesting that property inventory be submitted annually versus “at least once every 2 years.”*

96. **Section VI – Award and Administration Information, subsection D, paragraph 1, page 79.** The Close-Out Plan lists close-out requirements under the proposed award. Some of these requirements conflict with 22 CFR 226.71 “Closeout procedures.” *Will USAID kindly consider changing this language to read: “Close-Out Plan: Close-out will be conducted in accordance with 22 CFR 226.71.”*

*A: Page 79 section D. Now reads as follows: “D. Close-Outs”*

**(1) Close-Out Plan**

*Six months prior to the completion date of the agreement, the Recipient shall submit a close-out plan to the AO and AOR. The close-out plan shall include, at a minimum, an illustrative property disposition plan; a plan for phase out of operations; a delivery schedule for all reports or other deliverables required under the agreement; and a time line for completing all required actions, including the submission date of the final property disposition to the AOR. The close-out plan shall also include a financial report which reflects expenditures to date by program element and projected funds to be de-obligated. The close-out plan shall be approved in writing by the AOR.*

**(2) Close-Out Procedures (22 CFR 226.71)**

- (a) Recipients shall submit, within 90 calendar days after the date of completion of the award, all financial, performance, and other reports as required by the terms and conditions of the award. USAID may approve extensions when requested by the recipient.*
- (b) Unless USAID authorizes an extension, a recipient shall liquidate all obligations incurred under the award not later than 90 calendar days after the funding period or the date of completion as specified in the terms and conditions of the award or in agency implementing instructions.*
- (c) USAID will make prompt payments to a recipient for allowable reimbursable costs under the award being closed out.*
- (d) The recipient shall promptly refund any balances of unobligated cash that USAID has advanced or paid and that is not authorized to be retained by the recipient for use in other projects. OMB Circular A-129 governs unreturned amounts that become delinquent debts.*
- (e) When authorized by the terms and conditions of the award, USAID shall make a settlement for any upward or downward adjustments to the Federal share of costs after closeout reports are received.*
- (f) The recipient shall account for any real and personal property acquired with Federal funds or received from the Federal Government in accordance with §§ 226.31 through 226.37.*
- (g) In the event a final audit has not been performed prior to the closeout of an award, USAID retains the right to recover an appropriate amount after fully considering the recommendations on disallowed costs resulting from the final audit.*

**97. Section VIII (Other Information), paragraph 3. Activity Evaluation, page 83**

The RFA states: “The agreement will be externally evaluated twice during the period of the award. Under a separate mechanism, USAID/Senegal expects to conduct an external mid-term and final evaluation scheduled near the end of the third and fifth years of the agreement.” *Does USAID intend to conduct an impact evaluation for this program?*

*A: Yes, USAID intends to conduct an impact evaluation through the SAREL mechanism.*

**98. Section Annex 1 (Illustrative Indicators by Component and Sub-Component), paragraph (Not Applicable), page 101**

The RFA states: “NOTE: BOLDED indicators are required. Indicators involving individual beneficiaries must be disaggregated by sex.” *None of the indicators in Annex 1 are bolded. Can USAID clarify which indicators are required?*

*A: See answer to question 75 above.*

**99. Annex 1, Pages 101-103.** Illustrative indicators by component and sub-component: The RFA states that bolded indicators are required, while no indicators are bolded. *Please confirm if these are illustrative indicators and applicants may propose indicators for their programs.*

*A: See answer to question 75 above.*

**100. Annex I, Page 101**

The RFA states, “NOTE: BOLDDED indicators are required. Indicators involving individual beneficiaries *must* be disaggregated by sex.” However, no indicators are bolded. ***Please confirm this means none of the indicators proposed are required.***

***A: See answer to question 75 above.***

**101. Section Annex 1, paragraph 1, page 101**

There is a note in the RFA Annex 1 prefacing the list of illustrative indicators that says that bolded indicators are required. However, none of the indicators are bolded, while each category is. ***Please kindly explain whether all of the indicators under each bolded category are required, or none of the illustrative indicators are required.***

***A: See answer to question 75 above.***

**102. Annex I, paragraph 3.2, page 103 and Annex I, page 107**

The JPC Strategic Framework provided in Annex II indicates that there will be no investment in “improved quality of health and nutrition services” while the proposed indicators suggest reporting on the “Number of health facilities with established capacity to manage acute under-nutrition” and “Number of people trained in child health and nutrition through USG-supported health programs.” ***Please confirm that funding under this RFA can support training for health facility staff and community health workers related to improving the delivery of targeted services.***

***A: USAID funding can support training for health facility staff and community health workers.***

**103. Annex 2, page 107:** The relationship between the RFA components and the first two Objectives in the Sahel JPC Results Framework is clear, in which the sub-components listed in the RFA correspond directly to the IRs in the Framework. For the third component, the relationship is less clear between the sub-components and the major IRs. Can you clarify the rationale for this discrepancy? Specifically, Component 3.1 in the RFA is titled, “Improved Access to Potable Water,” however, there is no I.R. or sub-I.R. of access to water. The closest sub-I.R. is I.R. 1.3.2.1 which is Increased availability of potable water. For this, we want to be clear that this RFA focuses primarily on access as opposed to availability. Similarly, there is no Component linking to I.R. 3 of Objective 3 in the framework, “Increased consumption of nutritious foods.” Can USAID confirm that I.R. 3 of Objective 3 is not a focus of this RFA, and should not be a part of the proposed project?

***A: In the Sahel USAID is focusing on improved access to potable water and it will be the main focus of component 3, sub-component 1. USAID realizes that this component differs slightly from the JPC results framework. Increased consumption of nutritious foods (I.R. 3 of Objective 3) is a cross-cutting theme and should be addressed in the component 1, sub-component 1: diversified economic opportunities, and in component 3 sub-component 2: improved health and nutrition practices.***

**104. Will USAID consider extending the RFA closing date?**

***A: No, see answer to question 2 above.***

**105. What is the anticipated program launch date for REGIS-ER?**

***A: July 2013.***

**106. What is the total size of the target population to benefit directly from REGIS-ER? Would it be the same as the 270,000 individuals given for the REGIS-AG RFP?**

**A:** *The total target population for REGIS ER will be larger than REGIS AG. Please see the following website where you will find maps with the total populations in the selected resilience zones.*

*<http://senegal.usaid.gov/en/Resilience>*

*Applicants will need to determine their proposed direct and indirect beneficiaries within those target zones. The total population in the targeted agro-pastoral and marginal agriculture zones is approximately 11 million.*

**107. Does USAID want to see letters of commitment from key personnel and if so, can they be included in the annex?**

**A:** *Yes, see answer to question 46.*

**108. Does USAID want to see letters of commitment from other proposed personnel and if so, can they be included in the annex?**

**A:** *No we do not need to see letters from non-Key Personnel.*

**109. Could USAID share how the projections for 2017 and 2022 in Figure 1 (pg. 11) were generated?**

**A:** *See answer to question 4 above.*

**110. Local Compensation Plans for Burkina Faso and Niger dated July 04, 2010 are incorporated to this RFA Amendment 01**



## **ANNEX 1: Illustrative Indicators by Component and Sub-Component**

**NOTE: BOLDED** indicators are required. Indicators involving individual beneficiaries *must* be disaggregated by sex.

### **1. Increased and Sustainable Economic Well-Being**

- **Number of jobs attributed to program implementation**
- **Percent change in agriculture sector GDP**
- **Prevalence of Poverty**
- **Women's Empowerment in Agriculture Index (WEAI)**
- **Per capita income (as proxied by expenditures or assets) of U.S. Government (USG) assisted beneficiaries – disaggregated by source (intensification/diversification categories)**
- **Depth of poverty (difference between mean income and poverty line)**
- **Prevalence of households with moderate to severe hunger (HHS)**
- Asset ownership (count and/or value) disaggregated by productive/non-productive
- Self-assessed coping/adaptive capacity (indicator to be developed)

#### **1.1 Diversified (Off-farm) Economic Opportunities**

- Increase in income from off-farm economic opportunities
- Mean number of household income/livelihood sources

#### **1.2 Intensified Production and Marketing**

- **Number of farmers and others who have adopted new technologies or management practices as a result of USG assistance**
- **Number of additional hectares under improved technologies or management practices as a result of USG assistance**
- **Number of individuals who have received USG-supported short-term agriculture sector productivity or food security training**
- **Number of food security private enterprises (for profit), producer organizations, water users associations, women's groups, trade and business associations, and community-based organizations (CBOs) receiving USG assistance**
- **Percentage change in value of intra-regional trade in targeted agricultural commodities**
- **Value of new private sector investment in the agricultural sector or food chain leveraged by program implementation**
- **Number of private enterprises (for profit), producer organizations, water users associations, women's groups, trade and business associations, and community-based organizations (CBOs) that applied new technologies or management practices as a result of USG assistance**
- **Number of firms (excluding farms) or Civil Society Organizations (CSOs) engaged in agricultural and food security-related manufacturing and services now operating more profitably (at or above cost) because of USG assistance**
- Number of stakeholders with increased capacity to adapt to the impacts of climate variability and change as a result of USG assistance, disaggregated by number

implementing risk-reducing practices/actions to improve resilience in climate change and number using climate information in their decision making

### **1.3 Improved Access to Financial Services**

- **Value of Agricultural and Rural Loans**
- Percentage of households with access to formal or community-based financial services, disaggregated by type of service (credit, savings, insurance)

## **2. Strengthened Governance and Institutions**

- Number of community/system level Natural Resource, Conflict and Disaster Risk Management Plans developed and implemented

### **2.1 Natural Resource Management**

- **Number of stakeholders with increased capacity to adapt to the impacts of climate variability and change as a result of USG assistance, disaggregated by number implementing risk-reducing practices/actions to improve resilience in climate change and number using climate information in their decision making**
- Percent of households with secure (formalized) land tenure
- # of effective NRM organizations, compared to baseline
- Percent of households that perceive existing natural resource management mechanisms/institution as effective

### **2.2 Disaster Risk Management**

- **Number of stakeholders with increased capacity to adapt to the impacts of climate variability and change as a results of USG assistance, disaggregated by number implementing risk-reducing practices/actions to improve resilience in climate change and number using climate information in their decision making**
- % of community attendees (by gender) at joint disaster planning meetings who are from the local communities
- % of communities/community members (by gender) self-reporting they were able to preserve assets or avoid danger due to EWS or disaster mitigation measures
- % of assisted communities with functioning early warning and response systems in place for all major hazards with appropriate outreach to communities

### **2.3 Strengthened Conflict Management**

- # of disputes being brought to governing bodies for resolution above baseline
- # of disputes mediated to the satisfaction of all parties to the conflict
- Percent of households that perceive existing conflict management mechanisms/institution as effective

### **2.4 Strengthened National Government and Regional Capacity and Coordination**

- Number of joint planning meetings held between local and sub-national units (i.e. Provinces, Districts)

## **3. Improved Health and Nutrition**

- **Global Acute Malnutrition rate - prevalence of wasted children under 5 years of age**

- **Prevalence of stunted children under 5 years of age**
- **Prevalence of wasted children under 5 years of age**
- **Prevalence of underweight women**
- Percentage of children under 5 who had diarrhea in 2 weeks preceding the survey
- Exclusive Breastfeeding Rate
- Under-5 mortality rate
- Women's dietary diversity

### **3.1 Increased Access to Potable Water**

- **Percent of the population using an improved drinking water source**
- **Percent of households in target areas with soap and water at a hand-washing station commonly used by family members**
- Percent of population in target areas practicing open defecation

### **3.2 Improved Health and Nutrition Practices**

- **Number of health facilities with established capacity to manage acute under-nutrition**
- **Number of people trained in child health and nutrition through USG-supported health programs**
- **Number of children under 5 reached by USG-supported nutrition programs**
- Percent of children 6 to 23 months old that received a minimum acceptable diet
- Percent of households able to recall key BCC messages

**AMERICAN EMBASSY -- OUAGADOUGOU, BURKINA FASO -- FOREIGN SERVICE NATIONAL EMPLOYEES' COMPENSATION PLAN - EFFECTIVE JULY 04, 2010 - PP14/2010**

**CURRENCY: CFA FRANC (unless otherwise shown)**

**AUTHORIZATION CABLES: STATE 9999; OUAGADOUGOU 320 STATE 49929**

**Attachment XII/1**

**40-HOUR WORKWEEK - CFA**

<b>FSN 12</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	11,999,740	12,699,725	13,399,710	14,099,695	14,799,680	15,499,665	16,199,650	16,899,635	17,599,620	18,299,605	18,999,590	19,699,575	20,399,560	699,985
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>13,319,201</b>	<b>14,019,186</b>	<b>14,719,171</b>	<b>15,419,156</b>	<b>16,119,141</b>	<b>16,819,126</b>	<b>17,519,111</b>	<b>18,219,096</b>	<b>18,919,081</b>	<b>19,619,066</b>	<b>20,319,051</b>	<b>21,019,036</b>	<b>21,719,021</b>	
<b>FSN 11</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	10,453,475	11,063,261	11,673,047	12,282,833	12,892,619	13,502,405	14,112,191	14,721,977	15,331,763	15,941,549	16,551,335	17,161,121	17,770,907	609,786
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>11,772,936</b>	<b>12,382,722</b>	<b>12,992,508</b>	<b>13,602,294</b>	<b>14,212,080</b>	<b>14,821,866</b>	<b>15,431,652</b>	<b>16,041,438</b>	<b>16,651,224</b>	<b>17,261,010</b>	<b>17,870,796</b>	<b>18,480,582</b>	<b>19,090,368</b>	
<b>FSN 10</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	8,494,764	8,990,292	9,485,820	9,981,348	10,476,876	10,972,404	11,467,932	11,963,460	12,458,988	12,954,516	13,450,044	13,945,572	14,441,100	495,528
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>9,814,225</b>	<b>10,309,753</b>	<b>10,805,281</b>	<b>11,300,809</b>	<b>11,796,337</b>	<b>12,291,865</b>	<b>12,787,393</b>	<b>13,282,921</b>	<b>13,778,449</b>	<b>14,273,977</b>	<b>14,769,505</b>	<b>15,265,033</b>	<b>15,760,561</b>	
<b>FSN 9</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	7,331,451	7,759,119	8,186,787	8,614,455	9,042,123	9,469,791	9,897,459	10,325,127	10,752,795	11,180,463	11,608,131	12,035,799	12,463,467	427,668
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>8,650,912</b>	<b>9,078,580</b>	<b>9,506,248</b>	<b>9,933,916</b>	<b>10,361,584</b>	<b>10,789,252</b>	<b>11,216,920</b>	<b>11,644,588</b>	<b>12,072,256</b>	<b>12,499,924</b>	<b>12,927,592</b>	<b>13,355,260</b>	<b>13,782,928</b>	
<b>FSN 8</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	6,452,521	6,828,918	7,205,315	7,581,712	7,958,109	8,334,506	8,710,903	9,087,300	9,463,697	9,840,094	10,216,491	10,592,888	10,969,285	376,397
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>7,771,982</b>	<b>8,148,379</b>	<b>8,524,776</b>	<b>8,901,173</b>	<b>9,277,570</b>	<b>9,653,967</b>	<b>10,030,364</b>	<b>10,406,761</b>	<b>10,783,158</b>	<b>11,159,555</b>	<b>11,535,952</b>	<b>11,912,349</b>	<b>12,288,746</b>	
<b>FSN 7</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	5,483,462	5,803,331	6,123,200	6,443,069	6,762,938	7,082,807	7,402,676	7,722,545	8,042,414	8,362,283	8,682,152	9,002,021	9,321,890	319,869
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>6,802,923</b>	<b>7,122,792</b>	<b>7,442,661</b>	<b>7,762,530</b>	<b>8,082,399</b>	<b>8,402,268</b>	<b>8,722,137</b>	<b>9,042,006</b>	<b>9,361,875</b>	<b>9,681,744</b>	<b>10,001,613</b>	<b>10,321,482</b>	<b>10,641,351</b>	
<b>FSN 6</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>WGI</b>
BASIC RATE	4,808,931	5,089,452	5,369,973	5,650,494	5,931,015	6,211,536	6,492,057	6,772,578	7,053,099	7,333,620	7,614,141	7,894,662	8,175,183	280,521
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>6,128,392</b>	<b>6,408,913</b>	<b>6,689,434</b>	<b>6,969,955</b>	<b>7,250,476</b>	<b>7,530,997</b>	<b>7,811,518</b>	<b>8,092,039</b>	<b>8,372,560</b>	<b>8,653,081</b>	<b>8,933,602</b>	<b>9,214,123</b>	<b>9,494,644</b>	

## Attachment XII/2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
<b>FSN 5</b>														
BASIC RATE	4,200,606	4,445,641	4,690,676	4,935,711	5,180,746	5,425,781	5,670,816	5,915,851	6,160,886	6,405,921	6,650,956	6,895,991	7,141,026	245,035
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>5,520,067</b>	<b>5,765,102</b>	<b>6,010,137</b>	<b>6,255,172</b>	<b>6,500,207</b>	<b>6,745,242</b>	<b>6,990,277</b>	<b>7,235,312</b>	<b>7,480,347</b>	<b>7,725,382</b>	<b>7,970,417</b>	<b>8,215,452</b>	<b>8,460,487</b>	
<b>FSN 4</b>														
BASIC RATE	3,634,844	3,846,877	4,058,910	4,270,943	4,482,976	4,695,009	4,907,042	5,119,075	5,331,108	5,543,141	5,755,174	5,967,207	6,179,240	212,033
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,954,305</b>	<b>5,166,338</b>	<b>5,378,371</b>	<b>5,590,404</b>	<b>5,802,437</b>	<b>6,014,470</b>	<b>6,226,503</b>	<b>6,438,536</b>	<b>6,650,569</b>	<b>6,862,602</b>	<b>7,074,635</b>	<b>7,286,668</b>	<b>7,498,701</b>	
<b>FSN 3</b>														
BASIC RATE	2,848,883	3,015,068	3,181,253	3,347,438	3,513,623	3,679,808	3,845,993	4,012,178	4,178,363	4,344,548	4,510,733	4,676,918	4,843,103	166,185
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,168,344</b>	<b>4,334,529</b>	<b>4,500,714</b>	<b>4,666,899</b>	<b>4,833,084</b>	<b>4,999,269</b>	<b>5,165,454</b>	<b>5,331,639</b>	<b>5,497,824</b>	<b>5,664,009</b>	<b>5,830,194</b>	<b>5,996,379</b>	<b>6,162,564</b>	
<b>FSN 2</b>														
BASIC RATE	1,997,418	2,113,934	2,230,450	2,346,966	2,463,482	2,579,998	2,696,514	2,813,030	2,929,546	3,046,062	3,162,578	3,279,094	3,395,610	116,516
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,316,879</b>	<b>3,433,395</b>	<b>3,549,911</b>	<b>3,666,427</b>	<b>3,782,943</b>	<b>3,899,459</b>	<b>4,015,975</b>	<b>4,132,491</b>	<b>4,249,007</b>	<b>4,365,523</b>	<b>4,482,039</b>	<b>4,598,555</b>	<b>4,715,071</b>	
<b>FSN 1</b>														
BASIC RATE	1,826,275	1,932,808	2,039,341	2,145,874	2,252,407	2,358,940	2,465,473	2,572,006	2,678,539	2,785,072	2,891,605	2,998,138	3,104,671	106,533
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,145,736</b>	<b>3,252,269</b>	<b>3,358,802</b>	<b>3,465,335</b>	<b>3,571,868</b>	<b>3,678,401</b>	<b>3,784,934</b>	<b>3,891,467</b>	<b>3,998,000</b>	<b>4,104,533</b>	<b>4,211,066</b>	<b>4,317,599</b>	<b>4,424,132</b>	
<b>60 HOUR WORKWEEK - CFA - 710 Guard series - Grade 1 through 5</b>														
<b>FSN 5</b>														
BASIC RATE	4,200,606	4,445,641	4,690,676	4,935,711	5,180,746	5,425,781	5,670,816	5,915,851	6,160,886	6,405,921	6,650,956	6,895,991	7,141,026	245,035
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>5,520,067</b>	<b>5,765,102</b>	<b>6,010,137</b>	<b>6,255,172</b>	<b>6,500,207</b>	<b>6,745,242</b>	<b>6,990,277</b>	<b>7,235,312</b>	<b>7,480,347</b>	<b>7,725,382</b>	<b>7,970,417</b>	<b>8,215,452</b>	<b>8,460,487</b>	
<b>FSN 4</b>														
BASIC RATE	3,634,844	3,846,877	4,058,910	4,270,943	4,482,976	4,695,009	4,907,042	5,119,075	5,331,108	5,543,141	5,755,174	5,967,207	6,179,240	212,033
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,954,305</b>	<b>5,166,338</b>	<b>5,378,371</b>	<b>5,590,404</b>	<b>5,802,437</b>	<b>6,014,470</b>	<b>6,226,503</b>	<b>6,438,536</b>	<b>6,650,569</b>	<b>6,862,602</b>	<b>7,074,635</b>	<b>7,286,668</b>	<b>7,498,701</b>	
<b>FSN 3</b>														
BASIC RATE	2,848,883	3,015,068	3,181,253	3,347,438	3,513,623	3,679,808	3,845,993	4,012,178	4,178,363	4,344,548	4,510,733	4,676,918	4,843,103	166,185
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>4,168,344</b>	<b>4,334,529</b>	<b>4,500,714</b>	<b>4,666,899</b>	<b>4,833,084</b>	<b>4,999,269</b>	<b>5,165,454</b>	<b>5,331,639</b>	<b>5,497,824</b>	<b>5,664,009</b>	<b>5,830,194</b>	<b>5,996,379</b>	<b>6,162,564</b>	



<b>FSN 2</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	1,997,418	2,113,934	2,230,450	2,346,966	2,463,482	2,579,998	2,696,514	2,813,030	2,929,546	3,046,062	3,162,578	3,279,094	3,395,610	116,516
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC BENEFIT ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,316,879</b>	<b>3,433,395</b>	<b>3,549,911</b>	<b>3,666,427</b>	<b>3,782,943</b>	<b>3,899,459</b>	<b>4,015,975</b>	<b>4,132,491</b>	<b>4,249,007</b>	<b>4,365,523</b>	<b>4,482,039</b>	<b>4,598,555</b>	<b>4,715,071</b>	

<b>FSN 1</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	1,826,275	1,932,808	2,039,341	2,145,874	2,252,407	2,358,940	2,465,473	2,572,006	2,678,539	2,785,072	2,891,605	2,998,138	3,104,671	106,533
MEAL ALLOW	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	854,500	
MISC ALLOW	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	464,961	
<b>TOTAL</b>	<b>3,145,736</b>	<b>3,252,269</b>	<b>3,358,802</b>	<b>3,465,335</b>	<b>3,571,868</b>	<b>3,678,401</b>	<b>3,784,934</b>	<b>3,891,467</b>	<b>3,998,000</b>	<b>4,104,533</b>	<b>4,211,066</b>	<b>4,317,599</b>	<b>4,424,132</b>	

**Exception Rate Range (ERR) for 510-9 (Nurse) - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 9</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	35,847	37,938	40,029	42,120	44,211	46,302	48,393	50,484	52,575	54,666	56,757	58,848	60,939	2,091
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>35,847</b>	<b>37,938</b>	<b>40,029</b>	<b>42,120</b>	<b>44,211</b>	<b>46,302</b>	<b>48,393</b>	<b>50,484</b>	<b>52,575</b>	<b>54,666</b>	<b>56,757</b>	<b>58,848</b>	<b>60,939</b>	

**Exception Rate Range (ERR) for 220-10 (English Language Program Specialist - Director of Courses) series - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 10</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	38,700	40,958	43,216	45,474	47,732	49,990	52,248	54,506	56,764	59,022	61,280	63,538	65,796	2,258
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>38,700</b>	<b>40,958</b>	<b>43,216</b>	<b>45,474</b>	<b>47,732</b>	<b>49,990</b>	<b>52,248</b>	<b>54,506</b>	<b>56,764</b>	<b>59,022</b>	<b>61,280</b>	<b>63,538</b>	<b>65,796</b>	

**Exception Rate Range (ERR) for 505-12 (Medical Officer) series - 40 HOUR WORKWEEK - US Dollars**

(amounts shown are USD but are paid in CFA equivalent, based on the FSC Charleston rate of exchange on the date of calculation for a given payroll payment)

<b>FSN 12</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	WGI
BASIC RATE	56,563	59,863	63,163	66,463	69,763	73,063	76,363	79,663	82,963	86,263	89,563	92,863	96,163	3,300
MEAL ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
MISC BENEFIT ALLOW	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>TOTAL</b>	<b>56,563</b>	<b>59,863</b>	<b>63,163</b>	<b>66,463</b>	<b>69,763</b>	<b>73,063</b>	<b>76,363</b>	<b>79,663</b>	<b>82,963</b>	<b>86,263</b>	<b>89,563</b>	<b>92,863</b>	<b>96,163</b>	



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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b><u>FSN Grade1</u></b>													
Basic Pay	1,182,762	1,225,772	1,268,782	1,311,792	1,354,802	1,397,812	1,440,822	1,483,832	1,526,842	1,569,852	1,612,862	1,655,872	43,010
Housing Allow.	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	98,563	102,148	105,732	109,316	112,900	116,484	120,068	123,653	127,237	130,821	134,405	137,989	
Seniority Allow.	11,828												
<b><u>FSN Grade2</u></b>													
Basic Pay	1,300,690	1,347,988	1,395,286	1,442,584	1,489,882	1,537,180	1,584,478	1,631,776	1,679,074	1,726,372	1,773,670	1,820,968	47,298
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	108,391	112,332	116,274	120,215	124,157	128,098	132,040	135,981	139,923	143,864	147,806	151,747	
Seniority Allow.	13,007												
<b><u>FSN Grade3</u></b>													
Basic Pay	2,219,844	2,300,566	2,381,288	2,462,010	2,542,732	2,623,454	2,704,176	2,784,898	2,865,620	2,946,342	3,027,064	3,107,786	80,722
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	184,987	191,714	198,441	205,168	211,894	218,621	225,348	232,075	238,802	245,529	252,255	258,982	
Seniority Allow.	22,198												
<b><u>FSN Grade4</u></b>													
Basic Pay	3,060,107	3,171,384	3,282,661	3,393,938	3,505,215	3,616,492	3,727,769	3,839,046	3,950,323	4,061,600	4,172,877	4,284,154	111,277
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	255,009	264,282	273,555	282,828	292,101	301,374	310,647	319,921	329,194	338,467	347,740	357,013	
Seniority Allow.	30,601												
<b><u>FSN Grade5</u></b>													
Basic Pay	5,084,145	5,269,023	5,453,901	5,638,779	5,823,657	6,008,535	6,193,413	6,378,291	6,563,169	6,748,047	6,932,925	7,117,803	184,878
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	423,679	439,085	454,492	469,898	485,305	500,711	516,118	531,524	546,931	562,337	577,744	593,150	
Seniority Allow.	50,841												
<b><u>FSN Grade6</u></b>													
Basic Pay	5,711,288	5,918,971	6,126,654	6,334,337	6,542,020	6,749,703	6,957,386	7,165,069	7,372,752	7,580,435	7,788,118	7,995,801	207,683
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	475,941	493,248	510,554	527,861	545,168	562,475	579,782	597,089	614,396	631,703	649,010	666,317	
Seniority Allow.	57,113												



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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b>FSN Grade7</b>													
Basic Pay	6,221,317	6,447,547	6,673,777	6,900,007	7,126,237	7,352,467	7,578,697	7,804,927	8,031,157	8,257,387	8,483,617	8,709,847	226,230
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	518,443	537,296	556,148	575,001	593,853	612,706	631,558	650,411	669,263	688,116	706,968	725,821	
Seniority Allow.	62,213												
<b>FSN Grade8</b>													
Basic Pay	6,842,597	7,091,419	7,340,241	7,589,063	7,837,885	8,086,707	8,335,529	8,584,351	8,833,173	9,081,995	9,330,817	9,579,639	248,822
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	570,216	590,952	611,687	632,422	653,157	673,892	694,627	715,363	736,098	756,833	777,568	798,303	
Seniority Allow.	68,426												
<b>FSN Grade9</b>													
Basic Pay	8,828,863	9,149,913	9,470,963	9,792,013	10,113,063	10,434,113	10,755,163	11,076,213	11,397,263	11,718,313	12,039,363	12,360,413	321,050
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	735,739	762,493	789,247	816,001	842,755	869,509	896,264	923,018	949,772	976,526	1,003,280	1,030,034	
Seniority Allow.	88,289												
<b>FSN Grade10</b>													
Basic Pay	9,727,384	10,081,107	10,434,830	10,788,553	11,142,276	11,495,999	11,849,722	12,203,445	12,557,168	12,910,891	13,264,614	13,618,337	353,723
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	810,615	840,092	869,569	899,046	928,523	958,000	987,477	1,016,954	1,046,431	1,075,908	1,105,385	1,134,861	
Seniority Allow.	97,274												
<b>FSN Grade11</b>													
Basic Pay	10,985,442	11,384,913	11,784,384	12,183,855	12,583,326	12,982,797	13,382,268	13,781,739	14,181,210	14,580,681	14,980,152	15,379,623	399,471
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	915,453	948,743	982,032	1,015,321	1,048,610	1,081,900	1,115,189	1,148,478	1,181,767	1,215,057	1,248,346	1,281,635	
Seniority Allow.	109,854												
<b>FSN Grade12</b>													
Basic Pay	13,436,196	13,924,785	14,413,374	14,901,963	15,390,552	15,879,141	16,367,730	16,856,319	17,344,908	17,833,497	18,322,086	18,810,675	488,589
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	1,119,683	1,160,399	1,201,115	1,241,830	1,282,546	1,323,262	1,363,978	1,404,693	1,445,409	1,486,125	1,526,841	1,567,556	
Seniority Allow.	134,362												



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	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b><u>FSN Grade1</u></b>													
Basic Pay	1,419,315	1,470,927	1,522,539	1,574,151	1,625,763	1,677,375	1,728,987	1,780,599	1,832,211	1,883,823	1,935,435	1,987,047	51,612
Housing Allow.	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	57,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	118,276	122,577	126,878	131,179	135,480	139,781	144,082	148,383	152,684	156,985	161,286	165,587	
Seniority Allow.	14,193												
<b><u>FSN Grade2</u></b>													
Basic Pay	1,560,828	1,617,586	1,674,344	1,731,102	1,787,860	1,844,618	1,901,376	1,958,134	2,014,892	2,071,650	2,128,408	2,185,166	56,758
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	130,069	134,799	139,529	144,258	148,988	153,718	158,448	163,178	167,908	172,637	177,367	182,097	
Seniority Allow.	15,608												
<b><u>FSN Grade3</u></b>													
Basic Pay	2,663,813	2,760,679	2,857,545	2,954,411	3,051,277	3,148,143	3,245,009	3,341,875	3,438,741	3,535,607	3,632,473	3,729,339	96,866
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	221,984	230,057	238,129	246,201	254,273	262,345	270,417	278,490	286,562	294,634	302,706	310,778	
Seniority Allow.	26,638												
<b><u>FSN Grade4</u></b>													
Basic Pay	3,672,128	3,805,660	3,939,192	4,072,724	4,206,256	4,339,788	4,473,320	4,606,852	4,740,384	4,873,916	5,007,448	5,140,980	133,532
Housing Allow.	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	134,000	
Trans. Allow	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	130,800	
Bonus	306,011	317,138	328,266	339,394	350,521	361,649	372,777	383,904	395,032	406,160	417,287	428,415	
Seniority Allow.	36,721												



Post: Niamey, Niger  
 40-Hour Workweek  
 Revised Local Compensation Plan  
 Effective July 04, 2010 Authority 10 State 70329  
 State - Peace Corps - DOD - USAID

Rates stated in Local  
 Currency Units of CFA  
 \$1.00 = CFA 415

	Step 1	2	3	4	5	6	7	8	9	10	11	12	WGI
<b>FSN Grade7</b>													
Basic Pay	6,221,317	6,447,547	6,673,777	6,900,007	7,126,237	7,352,467	7,578,697	7,804,927	8,031,157	8,257,387	8,483,617	8,709,847	226,230
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	518,443	537,296	556,148	575,001	593,853	612,706	631,558	650,411	669,263	688,116	706,968	725,821	
Seniority Allow.	62,213												
<b>FSN Grade8</b>													
Basic Pay	6,842,597	7,091,419	7,340,241	7,589,063	7,837,885	8,086,707	8,335,529	8,584,351	8,833,173	9,081,995	9,330,817	9,579,639	248,822
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	570,216	590,952	611,687	632,422	653,157	673,892	694,627	715,363	736,098	756,833	777,568	798,303	
Seniority Allow.	68,426												
<b>FSN Grade9</b>													
Basic Pay	8,828,863	9,149,913	9,470,963	9,792,013	10,113,063	10,434,113	10,755,163	11,076,213	11,397,263	11,718,313	12,039,363	12,360,413	321,050
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	109,000	
Bonus	735,739	762,493	789,247	816,001	842,755	869,509	896,264	923,018	949,772	976,526	1,003,280	1,030,034	
Seniority Allow.	88,289												
<b>FSN Grade10</b>													
Basic Pay	9,727,384	10,081,107	10,434,830	10,788,553	11,142,276	11,495,999	11,849,722	12,203,445	12,557,168	12,910,891	13,264,614	13,618,337	353,723
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	810,615	840,092	869,569	899,046	928,523	958,000	987,477	1,016,954	1,046,431	1,075,908	1,105,385	1,134,861	
Seniority Allow.	97,274												
<b>FSN Grade11</b>													
Basic Pay	10,985,442	11,384,913	11,784,384	12,183,855	12,583,326	12,982,797	13,382,268	13,781,739	14,181,210	14,580,681	14,980,152	15,379,623	399,471
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	915,453	948,743	982,032	1,015,321	1,048,610	1,081,900	1,115,189	1,148,478	1,181,767	1,215,057	1,248,346	1,281,635	
Seniority Allow.	109,854												
<b>FSN Grade12</b>													
Basic Pay	13,436,196	13,924,785	14,413,374	14,901,963	15,390,552	15,879,141	16,367,730	16,856,319	17,344,908	17,833,497	18,322,086	18,810,675	488,589
Housing Allow.	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	599,000	
Trans. Allow	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	273,000	
Bonus	1,119,683	1,160,399	1,201,115	1,241,830	1,282,546	1,323,262	1,363,978	1,404,693	1,445,409	1,486,125	1,526,841	1,567,556	
Seniority Allow.	134,362												